

PROFESSIONAL DEVELOPMENT



PROFESSIONAL PROFILE



**Hogeschool Inholland
School of Economics
Wildenborch Street 6 1112 XB Diemen
Amsterdam – The Netherlands**

PROFESSIONAL DEVELOPMENT

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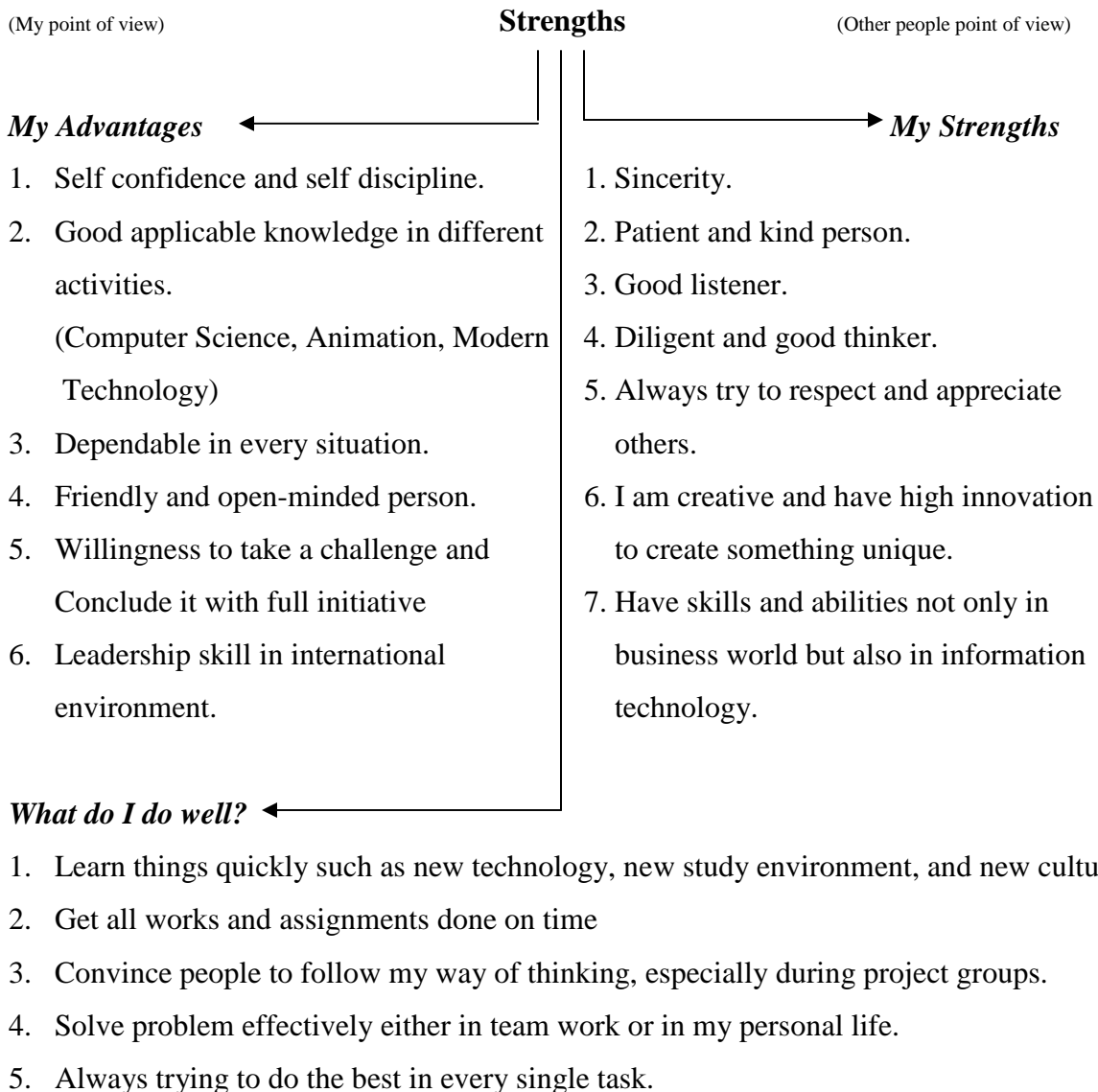
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SWOT ANALYSIS

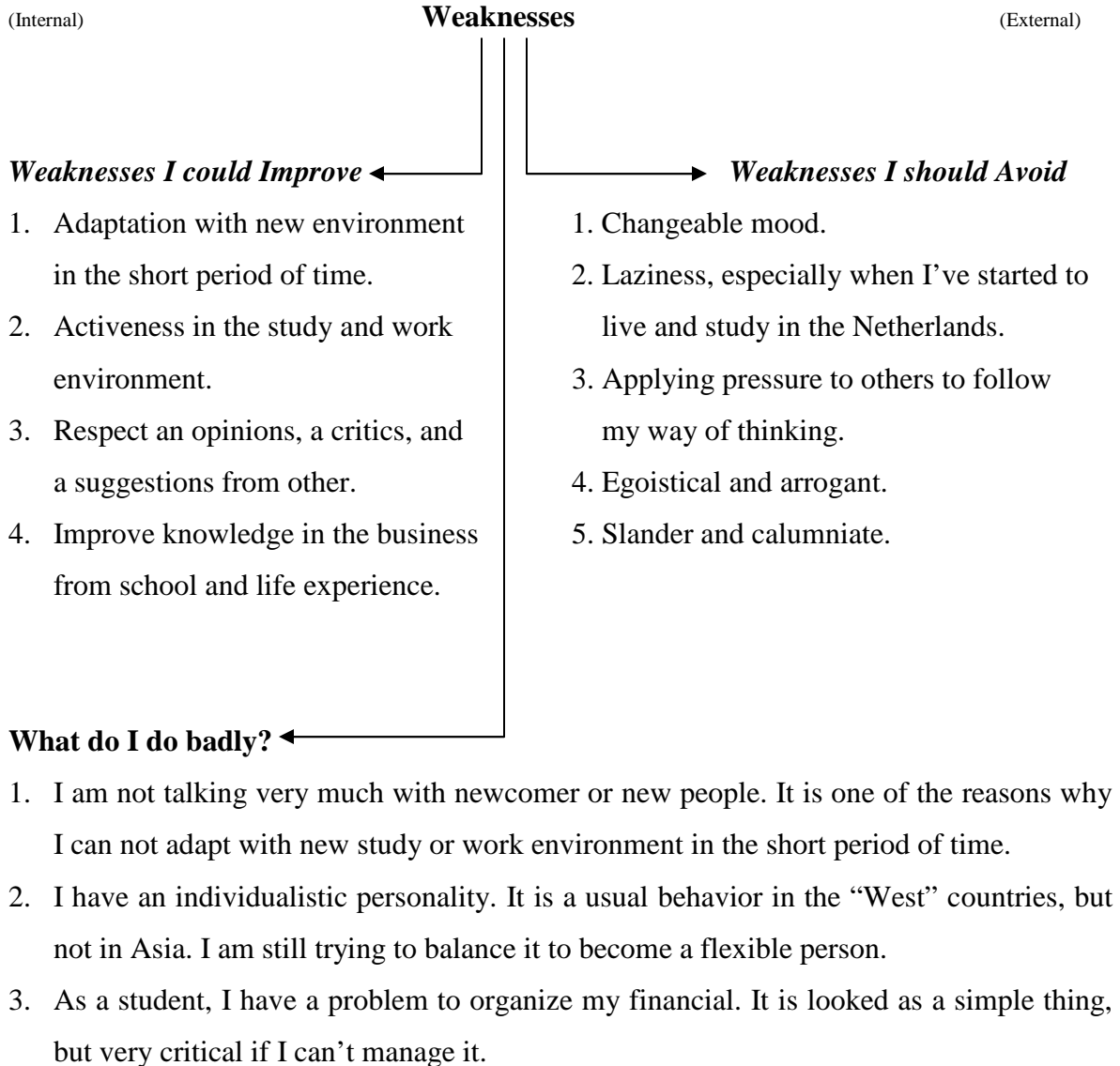
Strengths

I consider this from my way of point of view and from the point the point of view of the people I deal with. I will divide into three parts, My Advantages, what do I do well, and what do other people see as my strengths.



Weaknesses

I consider this from an internal and external basis - do other people seem to perceive weaknesses that I do not see? Are my competitors doing any better than me?



Opportunity

I consider this from my way of point of view. I will differentiate the opportunity I get because of my study in the Netherlands, and my future opportunity.

(At the moment)

Opportunity

(In the Future)

- | | |
|--|--|
| <ol style="list-style-type: none">1. Learn a new culture, language, and people way of thinking in other country, especially in the Netherlands.2. Amsterdam, which has more than 150 nationalities, gives me an opportunity to make a new relationship with international people and to develop my cross cultural communication skills.3. Experience a totally different study and work atmosphere such as weather, people, and lifestyle.4. Become more responsible and discipline person. Since I have to live far from my parent, I have to take care and responsible for myself. Thus, I have to be more responsible and discipline person.5. Europe, which has individualistic personality, has trained me to be a more independent person. | <ol style="list-style-type: none">1. Learn a new technology and gain more knowledge when I am entering the business as internees.2. Earn a master's degree to expand my knowledge and to improve my abilities.3. Make an international relationship for later business purpose.4. Look for a business opportunity while I am studying in Europe, especially in the Netherlands.5. Prepare my abilities and skills to communicate and make interaction with international people in the future. |
|--|--|

Threats

What obstacles do I face?

1. Interactions with other that have different language, culture, and lifestyle.
2. Get a part-time job that I haven't done before.
3. Very cold weather that very different with tropical country, such as my home country.
4. To be an independent people.

What are my fellow students doing?

1. Study hard with school subject.
2. Always trying to find a job opportunity.
3. Make relationship with new people in this new environment.
4. Trying to be the best to achieve DELTA grand from the government.
5. Doing assignment on time and in a good result.

Adapt changes in my study environment

1. Finding all of assignment and information by yourself.
2. Use higher level of English, and study Dutch language for communicating with neighborhood and other Dutch people.
3. Do assignment in teams with different language, culture, and lifestyle.
4. Do all homework, assignment, and project on time.
5. Changes in your methods of studying, learning, and reading.

Cultural or cross-cultural challenges

1. Different methods of working and thinking.
2. Different accent, because every people with different language will have different accent.
3. Level of using English as intermediary language.
4. Different level of experience and knowledge.
5. Different behavior in many things such as working, talking, and learning

Professional Development Plan

As I wrote in my last “Plan of Action”, I have fourteen skills to be developed in the future. At this moment, I’ve developed and enhanced some of the abilities and skills from the list.

(Developed Skills)

Plan of Action

(Undeveloped Skills)

→ **Motivating and Influencing**

I am able to motivate and influence others to create a productive environment. To be a project manager for some project groups in Inholland University has given me an opportunity to develop and enhance my abilities. I already proved my abilities with a strong team work and a great result in the end of the project. It is not an easy task to be done, because international people have different culture, behavior, and way of thinking.

→ **Verbal Communication**

During my study in the Netherlands, I have trained to be more active and more creative. This condition gave me an opportunity to increase my ability in verbal communication. Thus, I have no more problems in communication verbally with international people in international environment.

→ **Managing Time and Stress**

After I moved here, I have to be an independent person. In this new environment, I have to be able to manage my time and to solve every problem. Nowadays, I am able to control my emotional and to work professionally in team work. I can maintain my stress under control. It does prove with my result.

Create a Productive Environment ←

I have no experience for creating productive environment in business life. I am just able to try to learn from the books and other people experiences. Because of this lack of skills, I decided to study in Europe to improve my knowledge. International Business program is giving me an overview about global business condition.

Adapt a New Environment ←

I have a problem to adapt with new environment. When I finished my high school and continued my study in the Netherlands, it gave me so much pressure. We have different behavior, way of thinking, and life style. I tried to adapt with this new atmosphere and it took me around six months. With studying in international environment gave me an opportunity to communicate with different people who have different culture and personality. I have trained to work, to learn, and to understand them. Even tough, adaptation still becoming my problem, but I am able to tackle it in study and work environment.

→ **Delegating**

To lead an international team, I must understand how to work together in project group. I as a project manager can not tackle every problem, strategies, and many things that happen in our group in the same time. To keep the performance of my team, I have to delegate responsibility with the team members.

I am able to delegate the task very well, thus I can lead my team to the best performance and effectiveness.

→ **Develop People to Do Their Jobs Better than You Can**

I always try to make my team feel challenged in their task so they can try hardly to do their best. My ambition is the only obstacle to do this. As an ambitious person, I don't like other people are doing better than me. I want to be the best among other people in my environment. To solve this problem, I am still trying to think, as a good project manager don't ever think that if we transfer our skill to our team members, it can be threatening to a project manager who worries that he's training his replacement.

Developing your Professional Profile (1)

PAMS (Introduction)

Developing Management Skills

Analysis

Personal Assessment of Management Skills (PAMS) (Self)

Your score:

Compare your scores with at least four referents:

(1) If you asked others to rate you using the Associates' version, compare how you rated yourself with how your associates rated you.

(2) Compare the ratings you received to those received by other students in the class.

(3) Compare the ratings you received to a norm group of 300 business school students (see the information below).

(4) Compare your score against the maximum possible (462).

For the survey as a whole, if you scored

304 or above	you are in the top quartile.
245-303	you are in the second quartile.
268-284	you are in the third quartile.
267 or below	you are in the bottom quartile.

Personal Empowerment Assessment (Chapter 8)

Developing Management Skills

Analysis

Personal Empowerment Assessment

Your Scores:

Self-efficacy (competence)

Self-determination (choice)

Personal control (impact)

Meaningfulness (value)

Trust (security)

Comparison Data
Scores from approximately 3,000 middle managers in manufacturing and service organizations.

	Mean	Top 1/3	Bottom 1/3
Self-efficacy	5.76	>6.52	<5.00
Self-determination	5.50	>6.28	<4.72
Personal control	5.49	>6.34	<4.64
Meaningfulness	5.88	>6.65	<5.12
Trust	5.33	>6.03	<4.73

Team Development Behaviors and the Needs for Team Building (Chapter 9)

Developing Management Skills	
Analysis	
Team Development Behaviors	
Your Scores:	
Leading the team	46
Being an effective team member	21
Diagnosing and facilitating team development	44
Total Score	111
Compare your scores against three standards: (1) against the maximum possible scores (120); (2) against the scores of other students in your class; and (3) against a norm group consisting of 500 graduate business school students.	
95 or above You are in the top quartile. 82 to 94 You are in the second quartile. 68 to 81 You are in the third quartile. Below 68 You are in the bottom quartile.	

Developing Management Skills	
Analysis	
Team Development Behaviors	
These answers are subjective. Discuss why you made each choice.	
1	Output has declined or is lower than desired.
2	Complaints, grievances, or low morale are present or are increasing.
2	Conflicts or hostility between members is present or are increasing.
1	Some people are confused about assignments, or their relationships with other people are unclear.
1	Lack of clear goals and lack of commitment to goals exist.
2	Apathy or lack of interest and involvement by members is in evidence.
2	Insufficient innovation, risk taking, imagination, or initiative exists.
1	Ineffective and inefficient meetings are common.
1	Working relationships across levels and units are unsatisfactory.
2	Lack of coordination among functions is apparent.
1	Poor communication exists; people are afraid to speak up; listening is not occurring; and information is not being shared.
1	Lack of trust exists among members and information is not being shared.
1	Lack of trust exists among members and between members and senior leaders.
1	Decisions are made that some members don't understand, or with which they don't agree.
1	People feel that good work is not rewarded or that rewards are unfairly administered.
2	People are not encouraged to work together for the good of the organization.
1	Customers and suppliers are not part of organizational decision making.
2	People work too slowly and there is too much redundancy in the work being done.
2	Issues and challenges that require the input of more than one person are being faced.
5	People must coordinate their activities in order for the work to be accomplished.
1	Difficult challenges that no single person can resolve or diagnose are being faced.

I can not tell the detail of the result of this assessment, because they don't prove anything. I can try to assume what the result is telling me. I got 394 out of 462 for Personal Assessment of Management Skills and 111 out of 120 for Team Development Behaviors. These numbers are telling me that I have a good management skills and a great team development. I have a good potential to work in team as project manager or team members. As a project manager, I am able to lead the team to become a strong and effective team. This skill is supported by good management skills. As team member, I am able to become an active, innovative, and effective to contribute my ideas, opinions, and suggestions.

The personal empowerment assessment is telling me that I am a competence, value, and security person. My personal assessment is showing me that I am quite an ideal person to be a good employees and leader in international company, because I don't like to create something risky for me and for the team, and I have competencies and value to lead my team to achieve our vision and mission.

For detail condition about how am I working as a good project manager or team members, you can see on the "Team Development Behaviors" table on the right. The table is telling you, what kind of people (my leadership style and working behavior) when I am working in as a team.

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PROFESSIONAL PROFILE**Introduction**

My name Yudha Hartanto, I come from Indonesia. I am quite an ambitious person; I always try to reach everything I want. I always believe that I will be able to achieve it if I do my best, even sometimes people will think I am an arrogant person. I like to have relationship with people as many as possible. I am an open-minded person; I'd like to share my mind with others. Adaptation with new atmosphere is the only problem I have. I can't adapt new things that fast, but with study in The Netherlands, it's giving opportunity to develop myself. I am learning how to survive on my own, making new friends, learning new skills, and becoming an independent person.

Goals and Dreams

At this moment, my goals are success in my study and I have a desire to get an interesting and worthwhile job after I have graduated with good positions. For short-term, I want to improve my knowledge, skills, and abilities, with doing all projects seriously, with involve and work together with International Company. I hope I have enough experience to prepare myself when enter the real business world.

I always want to be a successful and well know businessman. I want to organize my own company, and develop it until become one of the giant companies in the world. Furthermore, I want to develop charity program and give donation to other people who don't have a chance to "taste" the wealth life in the world.

Attitudes & Actions

Since I decided to study International Business and Management Studies in The Netherlands, I've attitudes to communicate, to learn, to work, and to study with different culture, language, behavior, and way of thinking. This experience will help me to prepare my abilities and skills when I am entering the world of business.

How I got where I am now

I am studying International Business and Management Studies in The Netherlands, because based on my point of view of the future. In the future people will trade everything globally. I chose The Netherlands, especially Amsterdam, because in this country I can communicate with many people who have different cultures from all around the globe. This is really interesting and gives me an opportunity to improve my abilities and skills in working, studying, and communicating Inter-culture.

People Describe Me

I am quite a talkative person. I am able to control my emotion in every condition, so people really like me. I am quite a smart and reliable person, with high creativity. I always share all my experience, problem, and information with others, so people are likely to share their mind with me. I'm honest, open, straight forward, hardworking and trustworthy. I am regretting any critics and comments about me, and if I find it necessary to change, I'll try to overcome it.

My Hero

I'm always thinking logically, so I don't have imaginary hero such as superman and batman. My only hero is my parents who have taught and helped me from the beginning until right now. Without them I wouldn't become what I am right now. So they are really my truly hero from beginning, now on, and future.

For business life, I like Bill Gates not because he is the richest man in the world, but because he never shows off his riches and power not like other successful businessman who spends their money for something that's really useless, just for their image. Besides he has done many charity program all around the world.

Being Successful and Well Known

I can not describe myself as successful, because as you know people are never satisfied with what they got and earned. It's doing so with me, I am never satisfied with what I got, so I always thinking that I am not a successful person. This condition is always encouraging me to get more and get higher, so I always trying to try harder to reach every upper level. I just thinking, may be someday I will be tired and not able to get more. In this point I will describe myself in maximum point, so this will become my successful level.

For well known, it will be easier to describe than successful. You are able to become well known without have to be successful. Many people think that you're a successful person even yourself don't agree with it. As long as you can get and earn much more than other or you are really unique (special), you will become a well known person. For me to be a successful is more important than a well known.

Pet Hates in the World of International Business and Management

Business world is the most “dirty” world. Actually, I don’t like this, because in business world people will not thinking about others life, they only thinking about their self and their business. Even sometime company plays a dirty trick which will damage society and nature for their own profits.

In business world, all people become “heartless”. Even for some companies which have social program, they’ve done it for certain purpose, such as to increase customer loyalty, to get more attention from public, and to gain more profit because government subsidies. But, that’s the reality, so whatever happened I have to receive this reality.

Pro’s and Con’s of My Profession

This is happened very often. I have to decide which one is the most important for me, money or working environment. I can get high salary, but I feel not comfortable with the working environment and the job or I choose nice job and friendly working environment with low salary. I want to be a marketer, but I got an offer from financial department that provide more service and higher salary. Even I have ability in to become an accountant, but I believe I will not enjoy my job.

I choose to become a marketer even it give me smaller benefit, because whatever happened I have to work with an area I am interested in, so I can enjoy the work as my hobbies not as my job.

Advice for Aspiring International Students

The only advice I have is “don’t concentrate only in your study, but learn from your life and environment”. For example, if you can learn from your life when you’re have an interaction with other people from around the world; it will be give you great opportunity to learn how to communicate, to work, and to life in international environment.

Related Hobbies that Contribute to My Professional Aspirations

I have hobbies in computer software, like animation software, database software, and office software. I don’t know why, but I’m really interested to learn them and to develop my creativity with that program. With ability in many computer programs, I am able to produce business stuff professionally, such as business report, market research, business letter, and market data.

I am enjoying reading on line newspaper. It’s become one of my main activity everyday. I only read two newspaper that are BBC and CNN, because based on my opinion, their contents is really interesting and complete, besides they served it in really professional way. With this behavior, I will able to follow development of global business in the world. It helps to open my knowledge and give more professional aspiration.

How I Differentiate Myself

Obviously, here in this environment, I am seen as being “different” from most other students. I have different language, behavior, and culture, but in other hand I am very similar to most other international students, with similar feelings and desires.

Perhaps the main uniqueness I feel concerns my personality. I seem to be relatively calm compared to others around me. I don’t panic when things go wrong, and I don’t let my emotions control my actions. If I found something wrong, I will start analyze what the cause of the problem, without knowing the cause of the problem I will never able to solve it. I have benefited by this experience, so see problems as puzzles, which generate a lot of satisfaction once logically and creatively worked out.

Issues that People are confused about Regarding My Career

Everybody has different way of thinking and point of views, so it is often happened in the business world. Every people has different purpose and importance, this reality will make people are usually confused about regarding our career that we would like to clean up. I will try to explain to people who are asking to me, and I will try to keep it clear and “on track” to reduce confusion.

What Recognition Means to Me

For me the importance of getting recognition not depends on the significance of the group project, but how far I’ve involved in. If I’ve done so much importance things, I deserved to get recognition on that group project. If I didn’t get recognition for something that I should’ve, it would be annoying for me. Even in small project group, I would like to get what I’ve deserved to get.

Compliments

When I was in junior high school, I always compete with my friends to be number one in the school. I was never able to “defeat” one of my friends. My final result was always a bit under his result. I was quite desperate to compete with him again, until graduation time; I was really surprised because my result was the highest in the school. My parents said,” if you are trying harder and harder, you must be able to achieve what you want to.” I was really proud about it, and I’ll never forget it. It was a big complement because I always and still continue to reach my dream as hard as I can.

My philosophy on Life

Every problem has an end, just how and what kind of ending we want to achieve. If we want to solve it smoothly and achieve good result, we have to “fight” for it. Every action has consequences. If you have done more, you will get more.

http://www.ellenhume.com/profile_short.html

This Professional Profile is really interesting for me, because she (Ellen Hume) able to prepared it simple and informational. Furthermore, she has already more than 30 years of experience as a reporter and analyst for American newspapers, magazines and television in 2 continents (America and Europe)

<http://www.susansettenbrino.com/professionalprofile/>

This Professional Profile has been served in really professional lay out. This website is fully organized but the contents of the Professional Profile are not sufficient. She (Susan Setten Brino) has good history and experience as a lawyer in the United States.

<http://athene.riv.csu.edu.au/~lhay/profile.html#positions>

The Professional Profile from Mrs. Lyn Hay has impressed me, because you can find all of information about her, her history, achievement, and objectives. She has so many achievement and experience in teaching in Australia and International.

<http://www.dbanks.demon.co.uk/prof.html>

The Professional profile was well organized and thorough. However, the webpage is served in very simple way, so first impression is looked like not professional. Dr. Banks is a Member of the IEE, a member of the Society for Experimental Biology, a member of the IEEE, and a member of Euroscience.

<http://robinson.socialpsychology.org/index.htm>

I am interested with his Professional Profile because it's offering all important information in simple way and professional, so we can read it easily. He imports critical interactionist insights into more formal models of group process.

<http://jeannettemurphy.com/?Professional+Profile>

This is quite unique Professional Profile, the contents is quite well organized. Jeannette Murphy is a family therapist and founder of the Marriage and Family Counseling Center. She treats children, adults, couples and families, both individually and in groups.

<http://www.chetcuticauchi.com/jpc/profile.htm>

Dr Jean-Philippe Chetcuti B.A., LL.M.(Warwick), LL.D., ACI Arb is a Maltese advocate ("avukat") and a qualified notary public. This is descriptive professional profile that is about his profile, legal services, lectureship and seminars, language, and membership.

<http://www.barbarakorten.com/profile.htm>

Her Professional Profile's content consists of many of her experiences, so I am really excited to read it. She believes that the best approach to business (and to life) is simply to follow The Golden Rule. Every customer I serve can expect to be treated fairly. She taught me many of her experience through her Professional Profile.

<http://www.bobbisims.com/Bobbi-Sims-Speaking-Professional-Profile.htm>

The Professional Profile not consists of much cultural awareness, but the contents are easy to read and informative, so I am really enjoying to read his Professional Profile.

www.irlen.com/profile.htm

Helen L. Irlen is an internationally recognized educator, researcher, and scholar. Fifteen years ago, research directed by Helen Irlen under a federal research grant studied methods of helping children and adults with reading and learning disabilities. Her Professional Profile Shows her culture awareness, she has many charity program across the world.